

THE GEORGE WASHINGTON UNIVERSITY
Washington, D.C.

MINUTES OF A REGULAR MEETING
OF THE FACULTY SENATE HELD ON
NOVEMBER 9, 1990, IN LISNER HALL
ROOM 603

The meeting was called to order by President Trachtenberg at 2:16 p.m.

Present: President Trachtenberg, Vice President French, Registrar Gaglione, Parliamentarian Steinhardt, Garriis, Griffith, Gross, Gupta, Harrington, Infeld, Kahn, Keimowitz, Kenny, Kirsch, Leonard, Moore, Park, Parke, Parrish, Robbins, Rycroft, Schiff, Spanogle, Tolchin, Trangsrud, Vontress, and Yezer

Absent: Berman, Burdetsky, Divita, East, Friedenthal, Giordano, Holmes, Robinson, Walker, and Ziolkowski

APPROVAL OF MINUTES

The minutes of the regular meeting of October 12, 1990, were approved as distributed.

RESOLUTIONS

RESOLUTION 90/7, "A RESOLUTION TO ESTABLISH A SPECIAL COMMITTEE TO FORMULATE A FACULTY POSITION ON AFFIRMATIVE ACTION/EQUAL OPPORTUNITY AT THE GEORGE WASHINGTON UNIVERSITY"

Professor Griffith moved the introduction of a substitute resolution which included some modifications prepared by Professor Vontress and himself. The motion was seconded, and copies of the substitute resolution were distributed to the Senate members. No objections were made to consideration of the substitute, and the Chair ruled the substitute resolution was accepted for consideration in place of the original 90/7. Professor Griffith explained that the substitute was essentially the same as the original resolution except for the following changes: (1) to add the word "Senate" after the word "Faculty" in the first line of the first RESOLVING clause; (2) to reduce the number of members of the Special Committee from "ten" to "eight"; (3) to add the following language at the beginning of Paragraph (a) of the second RESOLVING

clause: "In cooperation with the University's Advisory Committee on the Recruitment and Retention of Minority and Women Faculty . . . "; and (4) to add the words "this uniquely international" before the word "University" in Paragraph (b) of the second RESOLVING clause. Professor Griffith said that the intent of the resolution was to draw the attention of the faculty, who actually do most of the direct recruiting, to the problems involved in the recruitment, retention, and promotion of women and minority faculty, and to elicit a creative faculty response for dealing with those problems. He emphasized that this resolution was an attempt to get the faculty directly involved in this process in a cooperative, not competitive, effort with the University's Advisory Committee, which would be looking at other aspects of the problems. Professor Griffith then yielded the floor to Professor Vontress, the framer of the original resolution.

Professor Vontress expressed his appreciation of the administration's supportive efforts in this area by providing guidelines and direction in recruitment. However, he said, recruitment was just the first step. The more important steps would be in the area of retention, tenure, and promotion, because if people are brought in without the support of the faculty, then they will not be here too long. Professor Vontress pointed out that there was much talk about cross-cultural understanding and communication today in almost all of the disciplines, and that there was no better way to insure this kind of understanding and communication than to have represented on GW's faculty the many faces which really represent America as it is. He also noted that in his travels abroad, people mistakenly refer to this University as the "National University." Therefore, he said, GW ought not to be thought of as just a University that is to be compared to the other so-called market-basket universities.

Professor Kirsch said that he thought the University was doing a reasonably good job in the implementation of affirmative action programs, and he was not sure that steps were needed to improve but rather to modify implementation of the programs, once the data has been collected and evaluated. He then moved that Paragraph (c) be amended to read: "(c) To evaluate the data collected above and, if necessary, to recommend steps which the faculty and administration should take in modifying implementation of affirmative action programs at the University." The motion was seconded. Professor Tolchin spoke against the amendment because the numbers that Assistant Vice President Wooldridge presented at the last Senate meeting showed that GW was not a truly representative university and that affirmative steps needed to be taken to improve the representation of both women and minorities here. The question was called, and the Kirsch amendment failed.

Professor Kahn pointed out that it was quite impossible to deal adequately with the policy of promotion of women and minorities without looking at the policies of promoting and recruiting selection as a whole. He then moved that line 6 in Paragraph (a) be amended to read: "recruiting, selecting, retaining and promoting faculty focusing especially on women and minorities within a multicultural faculty." The motion was seconded. Professor Griffith spoke against the amendment because he thought it would dilute the focus of the Special Committee in the way that the resolution was originally intended, i.e., the policies with regard to women and minorities. Further discussion followed by Professors Park, Kahn, and Yezer. The question was called, and the Kahn amendment failed.

Professor Robbins questioned the accuracy of the description of the University as a "uniquely international University" and he moved to strike the words "uniquely international" in Paragraph (b), and the motion was seconded. A discussion followed by Professors Vontress, Griffith and Tolchin. Professor Spanogle suggested striking only the word "uniquely" as the University could be described as an "international" one. Professor Robbins agreed, and Professor Griffith accepted the amendment on behalf of the Executive Committee.

Professor Yezer asked whether a review of the practices and procedures would include teaching load and compensation as part of this study because one couldn't talk about recruiting and retention unless one talks about whether or not GW is meeting the competition. When comparing GW's recruiting to that of the market basket schools, the latter offer women and minorities lower teaching loads and higher wages than GW does, and, therefore, we lose candidates in those categories regularly because they are offered a better package elsewhere. A discussion followed by Professors Griffith, Tolchin, and Yezer. Professor Yezer moved that line 4 in Paragraph (a) be amended to read: "practices and procedures (including teaching load and compensation)" The motion was seconded. Discussion followed by Professors Griffith, Yezer, Tolchin, and Schiff. The question was called, and the Yezer amendment failed.

Further discussion followed by Professors Kirsch, Vontress and Park. The question was called on the original motion, and Substitute Resolution 90/7, as amended, was adopted. (Substitute Resolution 90/7 is attached.)

INTRODUCTION OF RESOLUTIONS

No resolutions were introduced.

BRIEFING BY VICE PRESIDENT ROBERT A. CHERNAK ON CHANGING STUDENT DEMOGRAPHICS AND FINANCIAL AID PACKAGING

Vice President Chernak reported on the changing student demographics and financial aid packaging pertaining to full-time undergraduates. He then distributed data which was based on a three year study -- 1988, 1989, and 1990 -- and which divided the students into three separate categories designated as full-paying, non-need-based academic scholarships, and need-based student financial assistance. He pointed out that there has been a significant shrinkage of full-paying students from 79% in 1988 to 49% this year, while there has been a dramatic increase from 3% in 1988 to 16% in 1990 in the number of students who have been offered non-need-based academic scholarships. With regard to the need-based students, he said that there has been a significant increase in the number of students receiving aid today from 18% in 1988 to 35% in 1990. He said that the increase in the student financial assistance budget has gone from approximately \$8 million in 1988 to \$11.1 million in 1989 and to \$15.6 million in 1990. The total number of full-time new undergraduates has dropped from 1301 in 1988 to 1155 in 1990 which is an indicator of what is happening in the marketplace. This increase is due partly to the economic crunch that has hit hard the families in GW's primary recruiting areas, and partly to the reduction of federal funding. He then discussed data which reflected SAT scores and financial aid status of the three categories of freshmen. For all the groups combined, there was a 22.9% yield on accepted students for the entering class which meant that GW has to accept approximately five students in order to yield one freshman. Vice President Chernak then pointed out that in 1988, 85% of the entering freshmen came from GW's primary market which consists of 10 states. He said that the largest of these states were New York, New Jersey and Pennsylvania. These three states represent 50% of the 85% of entering freshmen. Over the last three years, there has been a 25% decrease in applications from those three states and a 20% drop in the entire primary market. He also stated that there has been a loss of 215 entering freshmen from 1988 through 1990.

Mr. Chernak noted that the University could not continue to sustain such losses, and was developing a strategy to counteract this trend. One component is to cultivate new markets, which takes some time. Another is to develop new marketing tools, such as a new admissions video that he hopes to show to the Senate at the December meeting. He pointed out that the University has upgraded its communications and that they have had much more extensive travel throughout the country to visit with high school students and their parents. He said that the University was trying to do unique things on campus such as the acquisition of a double-decker bus which brought tremendous positive response from families who

have taken the bus tour of Washington. He thought this was a worthy marketing decision because it gave potential candidates a feel of what a GW education was really all about. He went on to say that there would probably be a continued shrinkage in high school graduates over the next three years and that the population probably won't meet the 1988 level until 1997-98. He also stated that the ethnic and racial composition of the University will be significantly different in 1997 than it was in 1988. He said that fostering and understanding diversity were going to be very important issues on this campus during the next century. He went on to state that despite the decrease in enrollment, the quality profile of entering freshmen has risen. The University has 48 National Merit finalists this year which is very competitive with the Ivy League schools. Vice President Chernak said that, although the data presented today applied to undergraduates, he wished to stress that this should not be misinterpreted as reflective of a noncaring attitude about graduate students. The administration was looking at the challenges facing the University in that area as well. The Vice President then responded to questions. (The data referred to in this report are attached.)

REMARKS BY VICE PRESIDENT ROBERT A. CHERNAK ON BUDGETARY ADVISORY TEAM REPORT

Vice President Chernak presented remarks on the Report of the Budget Advisory Team. As Chair of this 22-member Committee, which included faculty, students, staff, and administrators, he said that it was very difficult to gain unanimous consent on every issue. There was some compromise which took place in the discussions held in the 22 meetings which took place over the course of the year. He noted that this report was quite different from last year's document which made detailed recommendations about specific dollar allocations to address particular University problems. This year, the Committee leaned towards a more philosophical approach by viewing this report as a "preliminary plan to plan." With regard to the section of the report that deals with drafting a strategic vision, the Vice President explained that what the Committee had in mind was for the President to appoint a small group of individuals to go through the variety of plans and documents that have already been collected such as the Middle States Accreditation Report, Report of the Commission for the Year 2000, and plans of departments of various schools which have been endorsed by the faculty. He said the BAT essentially concluded that it was important to develop a synthesized document that could be circulated to the community indicating where the University was right now, so that a strategic plan could then be developed. The Vice President then invited questions on the BAT Report.

Professor Trangsrud noted that there has been some concern about the relationship of revenues and expenditures in the Law Center for several years, and he asked if the administration has made any decision about which budget approach would be taken since the report mentions both a "responsibility center approach" and a "contribution approach." Vice President Chernak replied that the Committee thought that incentive-based budgeting represented by the responsibility center approach would probably work more effectively in the environment of the 1990s rather than the incremental budgeting model that has been in place historically. Professor Yezer pointed out that the first thing one has to do if one is going to invest more money in collecting data and providing information was to realize that data is not information -- data has to be organized. He said that only with a responsibility center can one organize data into information that will reflect where the University is, and then how that information is used is another question. Vice President French commented that a Committee of the Council of Deans was currently working together with the Comptroller in an effort to try to come up with some kind of model that would allow us to look at income and expenditure ratios in the various academic units. Dean Gross, a member of the Committee, said that it was preparing a draft report which he thought would be useful.

Professor Kahn commended the Committee on cultivating the idea of a vision for the University with the bottom line being that we have to maintain the financial equilibrium of the University. However, he said, he found no mention of the Northern Virginia Campus about which Professor Griffith, in the Senate minutes of March 9, 1990, expressed his fears that this venture might lead the University into fiscal ruin because it might be undertaking more than it could handle. Vice President Chernak responded that the Committee continually received divergent reports about the financial condition of the University. Because of significant deficiencies in the management of the systems that were recording the financial information, there were swings between \$3 million deficits to \$5 million surpluses from week to week. Since the Committee felt uncomfortable with those swings, it decided that it would not get involved in any of the specific elements of the University's budget but instead focus on developing a strategic plan. Professor Kirsch, a member of the BAT, commended Vice President Chernak for his report to the Senate. He said the only problem with the Budget Advisory Team was that the members heard so many presentations that they did not have enough time for full discussion, and he recommended that the next group needed to have more time to discuss, debate, and organize the information, not just simply receive it. Professor Griffith said that, while he thought the report was an enormously ambitious call for a very elaborate budgeting and review process in which there was going to be a strategic vision, he did not see any real structure in place

to bring it about. He asked the President to comment either today or at some point in the future about what he sees as the next step in the development of a budgeting process. Professor Griffith said that his concern was that the faculty have some role in the budgeting and planning process however it mysteriously evolves out of the bog. Professor Kirsch noted that the lack of a centralized management information system hinders the planning process, and that installation of such a system was recommended in the Report. Vice President Bortz indicated that there were a number of people working on finding a vendor with a management information system appropriate for this institution, but that it would take three to five years before such a complete financial system could be installed.

Vice President Chernak commented that the Committee concluded that for the next fiscal year, in all likelihood, there will be less funds to distribute to meet University priorities, even with the tuition increase. With enrollment down in the decade of the 90s and with increased financial aid, graduate student stipends, research grants, etc., the University is faced with issues that it has not had to deal with in recent history. Professor Gupta noted that many faculty members have felt that where the academic units have to justify their existence by doing frequent program reviews of themselves, it is their perception that the administration has been growing and does not appear to review itself or does not have an external review. He asked the President if it was proposed that the administration have a program review as to whether there was a need for certain vice presidencies, etc., and, if so, whether there would be faculty involvement in that kind of review. President Trachtenberg responded affirmatively. Vice President French noted that the President has asked him to establish a process of self-study on the administrative side.

REMARKS BY PROFESSOR ROBERT E. PARK FROM FRINGE BENEFITS REVIEW COMMITTEE

Professor Park reported upon various current employee benefits issues and procedures, as follows:

1. Lapsed Optional Life Insurance

When the University changed last year from TIAA as the optional life insurance carrier for the faculty and staff, 580 employees who had been carrying TIAA insurance did not transfer that insurance to TransAmerica and their policies lapsed. When that came to the attention of the University this fall, the University bargained with TransAmerica and obtained a special concession whereby these employees could roll over their insurance with TransAmerica without a pre-existing condition limitation upon the coverage.

2. Records and Benefits Telephone Routing Service

The Office of Personnel Services has developed a new routing service. When calling for information, the caller will hear a recorded directory service that will facilitate finding the appropriate personnel administrator.

3. Retirement Benefits Under Study

The United States Treasury has adopted new regulations governing retirement benefits. These regulations are under study by Foster Higgins, the University's benefits consultant. There are two committees reviewing the retirement package plan approved several years ago, and they are awaiting recommendations from Foster Higgins.

4. Child Care Counseling Services

President Trachtenberg has announced a new child care counseling service for employees. The University has contracted with a counselor to be available to faculty and staff to provide expert guidance on child care services and child support services.

5. New D.C. Law on Employee Leave to Care for Newborns, Sick Blood Relations or Sick Household Members

The District of Columbia has imposed new requirements on employers to permit employees up to 16 weeks leave during any 24 month period in order to care for new infants, seriously ill blood relations or household members. Beyond paid leave for which the employee is eligible at the time, such leave will consist of unpaid leave. D.C. administrative regulations defining the terms of the law are presently under consideration. The new law will become effective in approximately six months. Revisions to the University's leave policy as required by the new D.C. law will be announced when completed.

6. TIAA/CREF Management and TIAA/CREF Policyholder's Options

There is an interesting article on TIAA/CREF published in the October 15, 1990, issue of Barron's investment magazine. This article discusses TIAA/CREF's administration, investment strategies, enrollment policies, and risk exposure.

GENERAL BUSINESSI. NOMINATION FOR ELECTION OF SPECIAL COMMITTEE ESTABLISHED BY RESOLUTION 90/7

On behalf of the Executive Committee, Professor Griffith moved the nomination of the following faculty members for election to the Special Committee established by Resolution 90/7: John A. Frey, Professor of Romance Languages (CCAS), Convener; Jose E. Alvarez, Associate Professor of Law (Law Center); James E. Feir, Professor of Civil Engineering, Associate Dean of the School of Engineering and Applied Science (SEAS); Sandy M. Gibson, Associate Professor of Medicine (Medical School); Murli M. Gupta, Associate Professor of Mathematics (CCAS); Gloria L. Horrworth, Professor of Education (SEHD); C. Dianne Martin, Assistant Professor of Engineering and Applied Science (SEAS); and Blaza Toman, Assistant Professor of Statistics (CCAS). The nominations were approved.

II. REPORT OF THE EXECUTIVE COMMITTEE

On behalf of the Executive Committee, Professor Griffith reported on the following items:

(1) Vice President French has appointed a Graduate Education Task Force and has requested Faculty Senate participation. The charge to this Task Force is to survey the range and health of graduate offerings in the University and to examine the need for (a) a more coordinated approach for recruitment and admission of graduate students; (b) a definition and monitoring of admission standards in graduate programs; (c) a quality control of graduate requirements; (d) an improved ability to review existing programs and to suspend or require modification of those programs; (e) a more rigorous review of proposals to introduce new graduate programs; and (f) a strengthening of central coordination of graduate student financial support in relation to agreed-upon priorities. The Vice President has appointed the following administrative members to this Task Force: Dean East from the Elliott School, Senior Associate Dean Harmon from SBPM and Associate Dean Caress from GSAS. The Executive Committee has proposed the following faculty representatives to this Task Force: Phyllis Kind, Professor of Microbiology and of Medicine; Bruce M. Kramer, Professor of Engineering and Applied Science, and Donald C. Linkowski, Professor of Counseling and Research Professor of Psychiatry and Behavioral Sciences.

(2) With reference to the recent establishment by the Senate of a Special Committee to undertake a review of the structure and functioning of the Senate, Professor Griffith said that the President has offered his assistance in any way that might be useful. The Executive Committee has responded that the most useful

way perhaps would be the establishment by the President of an administrative committee to conduct a similar review with recommendations regarding their basic assessment of the problems of collaboration and cooperation with the Senate.

(3) The due date for mission statements from the Chairs of Senate Standing Committees is December. The Executive Committee will then review them to determine if there is any streamlining of the existing committee structure or improvement of jurisdiction of committees that should be undertaken.

(4) There was an excellent turnout of faculty at the Parent's Day reception which was sponsored by the Faculty Senate. The parents seemed very appreciative of the opportunity to meet with faculty.

(5) The Executive Committee will meet on November 30th to set the agenda for the December 14th Senate meeting.

In concluding his report, Professor Griffith read a letter received from Mrs. Norman Gray, sister of the late Professor Astere F. Claeysens. Mrs. Gray expressed her appreciation of the "beautiful, wonderful and accurate" tribute paid to her brother by the Faculty Senate.

BRIEF STATEMENTS

Vice President French said he wished to report that there was a subset of deans working on the whole issue of recruitment and the use of part-time faculty at the University, including the issue of compensation, and Professor Kirsch has been designated by the Committee on Appointment, Salary and Promotion Policies as the Senate representative to work with the deans in this regard.

Professor Parke read the following letter from Mr. Harvey Snyder, Personnel Services Office: "In the last issue of By George!, the University community received its first annual invitation to the University's first holiday party. The celebration will be held December 20th from 2:30 to 5:30 p.m. at the Smith Center. All faculty and staff are invited. A large committee representing all schools, colleges, administrative offices of the University, as well as faculty, is planning the party. At this point we know there will be music, entertainment, door prizes and a special event. You are all cordially invited to this gala University-wide event. Additional details will be forthcoming."

With regard to the "books vs. bricks" issue, President Trachtenberg reported that, as soon as it was administratively possible, graduating seniors will be given a choice of whether some portion of their graduation fees would go to pay for bricks with their names on them or would go toward the Library budget for the purchase of books in which the names of students would be indicated as contributors. The President then spoke about the \$50 million challenge grant to GW's Medical Center. Under the terms of this legislation, he said that the University would receive \$50 million when it raised \$50 million, thus ultimately making available \$100 million for renovation of the hospital and other needed things. The bill was now in the White House and the fate of this particular initiative rested with President George Bush, who he hoped would not veto it.

ADJOURNMENT

Upon motion made and seconded, President Trachtenberg adjourned the meeting at 4:09 p.m.

A handwritten signature in black ink, appearing to read "J. Matthew Gaglione". The signature is fluid and cursive, with the first name "J. Matthew" and the last name "Gaglione" clearly distinguishable.

J. Matthew Gaglione
Registrar

SUBSTITUTE

A RESOLUTION TO ESTABLISH A SPECIAL COMMITTEE TO FORMULATE A FACULTY POSITION ON AFFIRMATIVE ACTION/EQUAL OPPORTUNITY AT THE GEORGE WASHINGTON UNIVERSITY (90/7)

WHEREAS, The George Washington University is an affirmative action/equal opportunity employer; and

WHEREAS, the University administration has released recently figures revealing the number of women and minorities at the University; and

WHEREAS, the faculty is responsible for recruiting, selecting, retaining, and promoting its members; NOW, THEREFORE

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY:

- (1) That a Special Committee of the Faculty Senate be and hereby is established, to consist of eight members to be nominated by the Executive Committee for election by the Senate; and
- (2) That this Special Committee be charged as follows:
 - (a) In cooperation with the University's Advisory Committee on the Recruitment and Retention of Minority and Women Faculty, to review existing practices and procedures at this University and comparatively at market-basket schools for recruiting, selecting, retaining and promoting women and minorities within a multicultural faculty; and
 - (b) To enunciate a creative faculty position on affirmative action/equal opportunity at this uniquely international University; and
 - (c) To recommend steps which the faculty and administration should take to improve implementation of affirmative action programs at the University; and
 - (d) To submit its report and recommendations to the Faculty Senate by April, 1991.

Executive Committee of the Faculty Senate
November 9, 1990

Adopted, as amended, November 9, 1990

Distributed by Vice President Robert A. Chernak at the November 9, 1990, Senate Meeting

Analysis of New Student Registrations by Tuition Category
For Entering Classes 1988, 1989, and 1990
 (As of September 18, 1990)*

	<u>1988</u>	<u>1989</u>	<u>1990</u>	<u>Changes Between</u> <u>1988-1990</u>
Full-Paying	1030 (79%)	789 (57%)	568 (49%)	-462
Non-Need Academic Scholarships	35 (3%)	182 (13%)	179 (16%)	+144
Need-Based Student Financial Assistance	<u>236 (18%)</u>	<u>409 (30%)</u>	<u>408 (35%)</u>	<u>+172</u>
	1301 (100%)	1380 (100%)	1155 (100%)	-146

*Includes new students admitted during the summer.

Analysis of Yield¹ by SAT Scores and Financial Aid Status
As of September 28, 1990*

	TOTAL SAT					
	<1000	1000-1099	1100-1199	1200-1299	>=1300	TOTAL
All Freshmen	26.7%	25.2%	20.8%	19%	25.2%	22.9%

Full-Paying	21.8%	20.1%	13.6%	12%	11%	16.4%

Non-Need Academic Scholarships	--	--	66.6%	26%	25.8%	29%

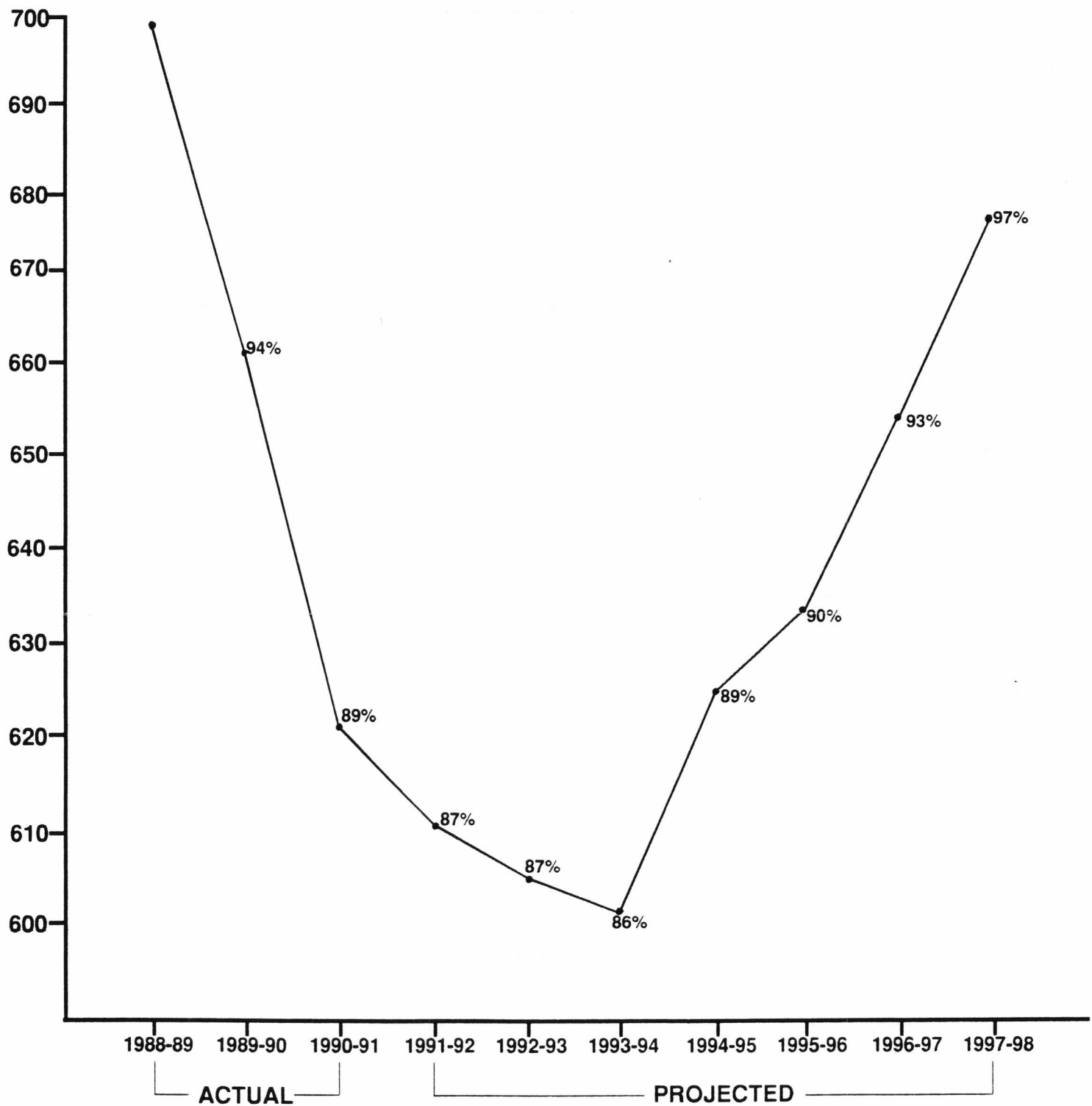
Need-Based	42.2%	37%	33.2%	30.6%	36.6%	34.9%

(1) Defined as the percentage of students enrolled compared to the number of students admitted
 * Excludes summer

Applications and Enrolled Students by Geographical Market

	1988		1989		1990		1988 Compared to 1990	
	Appli- cations	Enrolled	Appli- cations	Enrolled	Appli- cations	Enrolled	Appli- cations	Enrolled
NY, NJ, PA	3112	577	2548	547	2328	390	-784	-187
Primary Market (Including NY, NJ, PA)	5135	991	4508	994	4091	776	-1044	-215
Established Secondary Market	768	132	653	136	667	131	-101	-1
Developing Secondary Market	496	85	445	96	502	107	+6	+22

Projected Number of High School Graduates in Primary Markets
(Rounded to Nearest 000's)



Percentages indicate demographic changes from base year 1988-89

Comparing the Academic Profile of The
George Washington University Freshman Class
Between 1988, 1989, and 1990

	<u>1988</u>	<u>1989</u>	<u>1990</u>
National Merit Finalists	9	23	47
Mean SAT Scores:			
Verbal	530	540	540
Math	580	590	590
Total	1110	1130	1130
(National Average)	(904)	(903)	(900)
Total SAT Scores:			
>= 1300	6%	9%	12%
1200-1299	17%	21%	21%
1100-1199	31%	31%	29%
< 1100	46%	39%	38%
Average Class Rank	75%	77%	79%
Class Rank Distribution:			
Top 1/10	22%	27%	32%
Top 1/5	42%	49%	57%
Top 2/5	79%	82%	85%

THE GEORGE WASHINGTON UNIVERSITY
Washington, D.C.

The Faculty Senate

October 29, 1990

The Faculty Senate will meet on Friday, November 9, 1990, at 2:10 p.m. in Lisner Hall 603.

AGENDA

1. Call to order
2. Approval of the minutes of the regular meeting of October 12, 1990
3. Resolutions:

A RESOLUTION TO ESTABLISH A SPECIAL COMMITTEE TO FORMULATE A FACULTY POSITION ON AFFIRMATIVE ACTION/EQUAL OPPORTUNITY AT THE GEORGE WASHINGTON UNIVERSITY (90/7); Professor Griffith, Chair, Executive Committee of the Faculty Senate (Resolution 90/7 is attached)
4. Introduction of Resolutions
5. Briefing by Vice President Robert A. Chernak on changing student demographics and financial aid packaging
6. Remarks by Vice President Robert A. Chernak on B.A.T. Report with responses to questions following remarks (report previously distributed to Faculty Senate)
7. Remarks by Professor Robert E. Park from Fringe Benefits Review Committee
8. General Business:
 - (a) Nomination for election of faculty members to a Special Committee established by Resolution 90/7 (if approved by the Senate under Item 3 above)
 - (b) Report of the Executive Committee: Professor William B. Griffith, Chair
9. Brief Statements
10. Adjournment



J. Matthew Gaglione
Registrar

A RESOLUTION TO ESTABLISH A SPECIAL COMMITTEE TO
FORMULATE A FACULTY POSITION ON AFFIRMATIVE ACTION/EQUAL
OPPORTUNITY AT THE GEORGE WASHINGTON UNIVERSITY (90/7)

WHEREAS, The George Washington University is an affirmative action/equal opportunity employer; and

WHEREAS, the University administration has released recently figures revealing the number of women and minorities at the University; and

WHEREAS, the faculty is responsible for recruiting, selecting, retaining, and promoting its members; NOW, THEREFORE

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY:

- (1) That a Special Committee of the Faculty be and hereby is established, to consist of ten members to be nominated by the Executive Committee for election by the Senate; and
- (2) That this Special Committee be charged as follows:
 - (a) To review existing practices and procedures at this University and comparatively at market-basket schools for recruiting, selecting, retaining and promoting women and minorities within a multicultural faculty; and
 - (b) To enunciate a creative faculty position on affirmative action/equal opportunity at the University; and
 - (c) To recommend steps which the faculty and administration should take to improve implementation of affirmative action programs at the University; and
 - (d) To submit its report and recommendations to the Faculty Senate by April, 1991.

Executive Committee of the Faculty Senate
October 26, 1990